# Congratulations to the FY-19 HR CAPT Selectees!

## AC

CAPT (Sel) Blackston Derrick E
CAPT (Sel) Fabacher Howard B II
CAPT (Sel) Graf John M
CAPT (Sel) Higgins Leon A
CAPT (Sel) Huth Richard A
CAPT (Sel) Moran Michael P
CAPT (Sel) Stockton Robert T Jr
CAPT (Sel) Wheeler Michael G

## FTS

CAPT (Sel) Dandrea Cheryl D
CAPT (Sel) Hazlett John C II

## SELRES

CAPT (Sel) Boucher Richard Eric
CAPT (Sel) Houston Colleen Ann
CAPT (Sel) Lacroix Valerie J
CAPT (Sel) Nguyen Trung D
CAPT (Sel) Rhodes Cindy Lynn


Note:  The most important distinction for promotion and milestone selection is **sustained superior performance** in jobs with increasing scope of responsibility and clear "soft" and "hard" breakouts. While the below statistics are useful, it is an Officer's entire record (Community Values + FITREPs) compared to their peers that matters.  Often an Officer can help improve their record by adding additional community values to their record, but it isn't the singular answer.  The Officer who has a combination of strong performance in demanding positions and who seeks out and achieves the items in the HR Community values will have the best opportunity for promotion and milestone selection.

## AC

8 Selects (3 IZ, 4 AZ, 1 BZ)
3 of 14 IZ CDRs selected = 21%
4 of 18 AZ CDRs selected = 22%
1 of 34 BZ CDRs selected = 3%

|  | IZ/AZ/BZ Selects | Non-Selects |
|---|---|---|
| Milestone Complete | 88% | 46% |
| Master's Degree | 100% | 92% |
| HR-Related Masters | 88% | 92% |
| HR-Related Proven Subspec | 88% | 69% |
| HR Certification | 88% | 81% |
| Joint Tour Credit | 25% | 46% |
| JPME I | 100% | 65% |
| JPME II | 50% | 35% |
| JQO | 25% | 19% |

Milestone:
Selects:        7 Milestone Complete, 1 in Milestone, 0 without Milestone
Non-Selects:  12 Milestone Complete, 6 in Milestone, 7 without Milestone

HR-Related Master's Degrees (or higher):
Selects:        2 GEN, 1 MSA, 2 OA, 2 Multiple (GEN + FM, GEN + MSA), 1 None
Non-Selects:  15 GEN, 1 FM, 2 MSA, 1 OA, 1 TE, 2 Multiple (1 TE + MSA, 1 GEN + GEN), 1
                GEN PhD, 2 None

HR-Related Proven Subspec (Q or R Suffix):
Selects:        2 OA, 5 Multiple (1 MSA + OA, 1 FM + TE, 3 MSA + TE), 1 None
Non-Selects:  1 GEN, 2 FM, 4 MSA, 5 TE, 1 OA, 4 Multiple (3 MSA + TE,
1 GEN + TE + MSA), 8 None

HR Cert:
Selects:        4 SPHR, 3 PHR, 1 None
Non-Selects:  4 SPHR, 12 PHR, 1 GPHR, 4 Multiple (SPHR + PHR), 4 None

Of the following Community Values:  Milestone, Masters Degree, HR-Related Proven Subspec, HR
Cert, Joint (JPME and/or Joint Tour), presented for consistency across community and to support
comparisons with historical statistics):

Selects:        Averaged 4.75
Non-Selects:  Averaged 4.15

**FTS**

2 Selects (1 IZ, 1 AZ)
1 of 4 IZ CDRs selected = 25%
1 of 8 AZ CDRs selected = 12.5%

|  | IZ/AZ Selects | Non-Selects |
|---|---|---|
| Command/Milestone Complete | 100% | 60% |
| Master's Degree | 100% | 80% |
| HR-Related Masters | 100% | 70% |
| HR-Related Proven Subspec | 100% | 40% |
| HR Certification | 50% | 60% |
| Joint Tour Credit | 0% | 30% |
| JPME I | 50% | 30% |
| JPME II | 0% | 20% |
| JQO | 0% | 10% |

Command/Milestone:
Selects:       2 Command/Milestone Complete
               0 in Command/Milestone
               0 without Command/Milestone

Non-Selects:  6 Command/Milestone Complete
               0 in Command/Milestone
               4 without Command/Milestone

HR-Related Master's Degrees (or higher):
Selects:       1 GEN, 1 Multiple (GEN + GEN)
Non-Selects:  5 GEN, 1 MSA, 1 OA, 3 None

HR-Related Proven Subspec (Q or R Suffix):
Selects:       1 MSA, 1 Multiple (GEN + MSA + TE)
Non-Selects:  2 MSA, 2 Multiple (GEN + MSA, GEN + MSA), 6 None

HR Cert:
Selects:       1 PHR, 1 None
Non-Selects:  2 SPHR, 4 PHR, 4 None

Of the following Community Values:  Milestone, Master's Degree, HR-Related Proven Subspec, HR Cert, and Joint (JPME and/or Joint Tour).

Selects:        Averaged 4.0
Non-Selects:   Averaged 3.0

**SELRES**

5 Selects (2 IZ, 3 AZ)
2 of 10 IZ CDRs selected = 20%
3 of 21 AZ CDRs selected = 14%

|                              | IZ/AZ Selects | Non-Selects |
|------------------------------|---------------|-------------|
| Command/Milestone Complete   | 0%            | 12%         |
| Master's Degree              | 60%           | 31%         |
| HR-Related Masters           | 60%           | 29%         |
| HR Certification             | 60%           | 42%         |
| Joint Tour Credit            | 0%            | 0%          |
| JPME I                       | 60%           | 31%         |
| JPME II                      | 20%           | 4%          |
| JQO                          | 0%            | 0%          |

Command/Milestone:
Selects:        0 Command/Milestone Complete
                2 in Command/Milestone
                3 without Command/Milestone

Non-Selects:  3 Command/Milestone Complete
                1 in Command/Milestone
                22 without Command/Milestone

HR-Related Master's Degrees (or higher):
Selects:        3 GEN, 2 None
Non-Selects:  4 GEN, 1 Multiple (GEN + T&E), 21 None

HR Cert:
Selects:        3 PHR, 2 None
Non-Selects:  3 SPHR, 7 PHR, 1 Multiple (SPHR + PHR), 15 None

Of the following Community Values:  Milestone, Master's Degree, HR Cert, and Joint (JPME and/or Joint Tour).

Selects:        Averaged 2.60
Non-Selects:  Averaged 1.88